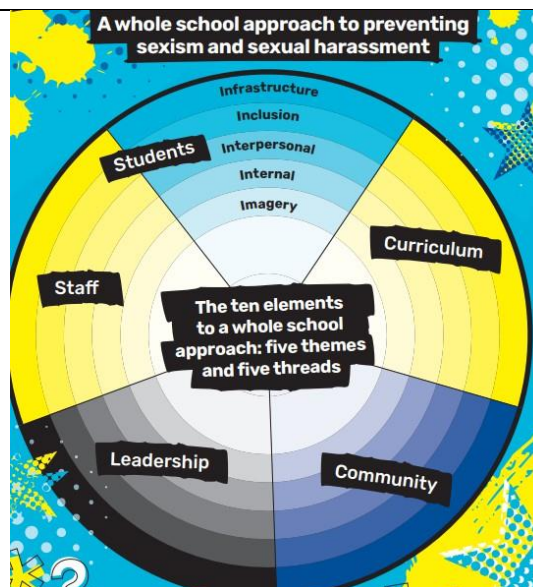


Whole School Approach to Sexual Harassment – Red Balloon Educational Trust- Norfolk

Key Aspect:	What this looks like in our Centre:
Our Vision:	At RBET- Norfolk we believe that all pupils have a right to be safe, healthy and happy. Therefore, safeguarding our young people is everyone's responsibility. <i>This belief drives and underpins all that we do daily.</i> We are in the privileged position to offer support, advice and care to the whole Centre community and commit to working with our families and support agencies to achieve this, ensuring our CYP can flourish and live life in its fullness.
How we provide visible senior leadership and oversight for sexual harassment SH.	Head of Centre: Louise Fisher Senior DSL: Ellie Rix DDSLs: Louise Fisher, Kyle Baddeley Governor: TBC Wellbeing Lead: Rachel Barrell Mental Health First Aider for Children: Rachell Barrell, Rose Woodbridge, Louise Fisher, Ellie Rix, Helen Solomon, Julia Bear, Basheera Begum, Bridget Barne, Sarah Smith, Heather McIntosh. Mental Health First Aider for Staff: Ellie Rix, Rachell Barrell, Louise Fisher

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How our culture, ethos and environment is focused on ensuring SH is at the core of what we do:

"Children who are victims of sexual violence and sexual harassment wherever it happens, may find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment..."
Keeping Children Safe in Education 2024

Our staff accept: it could happen here. It's now well understood that sexism and sexual harassment are prevalent in schools. Our approach addresses the behaviours of individuals and shifts Centre culture. That leads us to a question, 'what does a whole Centre approach to preventing sexism and sexual harassment look like, and how do we make it happen?'

This document outlines how to plan a whole Centre approach and breaks it down into five key elements: Within these, five essential threads should be considered: Leadership Infrastructure Staff Inclusion; Students Interpersonal ; Curriculum Internal ; Community Imagery ; Changing culture takes time.

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The focus given within our curriculum to SH:	Every student should be supported to learn about sexism, to report incidents and to take action for equality. RSE will cover information on sexual harassment, gender stereotyping and sexist language. All students are aware of how to report incidents through their key worker and DSL's.
How we ensure that all pupils have the opportunity to express their views and contribute to our SH Policy, systems and practice.	Worry boxes: Worry boxes are containers into which children can post their anxious thoughts. Young people can find them soothing because they: give them a physical way of getting rid of their worries, so they don't need to carry them around anymore and make them feel safer by holding their anxious thoughts for them. Pupil voice through regular wishes and feelings, 1-1 with key workers, and RSE and citizenship lessons to start the conversation around: What sexism, sexual harassment and sexual abuse are / what peer-on-peer sexual abuse includes ; Why the current situation is unacceptable ; Clearly define what sexism, sexual harassment and abuse look like, as some pupils may not realise that what they've experienced is wrong, or that what they're doing is wrong. What we cover and the language we use depends on the age of the students we are teaching. We will assess age and stage through staff meetings to ensure that the correct level of information is being taught.
How our staff are supported and developed in relation to their knowledge of SH.	Safeguarding training and SMSC and RSE CPD provided to staff.
How we ensure our policies, procedures and practices are up to date and in line with the SH latest statutory guidance.	Annual monitoring of policies and constant monitoring of procedures. The Safeguarding and Child Protection policy is renewed and redrafted each academic year, in line with the changes made in KCSIE and other relevant documentation. Whole staff training then takes place annually to ensure all staff recognise the signs and report concerns.

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How we work in partnership with parents and carers to promote SH.	We pride ourselves on developing professionally trusting relationships with our parents and carers, meaning we can carefully discuss, challenge, or held to account for safeguarding concerns raised about their children. Parents and carers can come into centre to discuss concerns, leading to early identification of need and therefore families being referred for the right support quickly. Parents and carers can also phone, email and use our online form 'report a concern form' to contact us.
How we contribute to the work of the Local Safeguarding Partners by working with other agencies to provide targeted support and ensure that we make appropriate referral to Children's services and other agencies for pupils/students where necessary:	Our safeguarding team and key workers regularly work with outside agencies to support our families and Local Safeguarding Partners. We also hold these agencies to account around the support they offer pupils. We regularly work with: - CAMHS - Young Carers - Leeway - Norfolk County Council - Norfolk Constabulary - Open arms